

MONTANA LEGISLATIVE HISTORY

Chapter 208 19 91

Bill H 424 S _____ Original bill & history C

H. Committee on State Administration

Hearing Date(s) Feb 08 ☒ C

Feb 11 ☒ C

_____ ☐ C

_____ ☐ C

Date Out Feb 11 ☒ C

S. Committee on State Administration

Hearing Date(s) Mar 06 ☒ C

_____ ☐ C

_____ ☐ C

_____ ☐ C

Mar 06 ☒ C

Did this bill originate in an interim committee? ☐ Yes ☐ No

Committee _____

Report _____

2/08	HEARING		
2/08	COMMITTEE REPORT—BILL PASSED		
2/11	2ND READING PASSED	99	0
2/13	3RD READING PASSED	99	0
2/14	TRANSMITTED TO SENATE		
2/14	FIRST READING		
2/14	REFERRED TO TAXATION		
3/14	HEARING	400	0
3/14	COMMITTEE REPORT—BILL CONCURRED		
3/16	2ND READING CONCURRED	49	0
3/18	3RD READING CONCURRED	48	1
3/22	RETURNED TO HOUSE		
3/22	SIGNED BY SPEAKER		
3/23	SIGNED BY PRESIDENT		
3/25	TRANSMITTED TO GOVERNOR		
3/29	SIGNED BY GOVERNOR		
	CHAPTER NUMBER 247		

EFFECTIVE DATE: 3/29/91

HB 423 INTRODUCED BY KADAS

PROVIDE THAT REQUIRED FEES FOR DEPOSIT IN THE
MONTANA JUDGES' RETIREMENT SYSTEM PENSION
TRUST FUND ARE APPROPRIATED TO THE SUPREME
COURT FOR DEPOSIT IN THE FUND

1/28	INTRODUCED		
1/28	REFERRED TO APPROPRIATIONS		
1/29	FIRST READING		
3/08	HEARING		
3/08	COMMITTEE REPORT—BILL PASSED AS AMENDED		
3/11	2ND READING PASSED	99	0
3/14	3RD READING PASSED	92	3
3/15	TRANSMITTED TO SENATE		
3/15	FIRST READING		
3/15	REFERRED TO FINANCE & CLAIMS		
3/21	HEARING		
3/21	COMMITTEE REPORT—BILL CONCURRED		
3/23	2ND READING CONCURRED	47	0
3/25	3RD READING CONCURRED	48	0
4/01	RETURNED TO HOUSE		
4/01	SIGNED BY SPEAKER		
4/01	SIGNED BY PRESIDENT		
4/01	TRANSMITTED TO GOVERNOR		
4/04	SIGNED BY GOVERNOR		
	CHAPTER NUMBER 344		

EFFECTIVE DATE: 4/04/91

HB 424 INTRODUCED BY STICKNEY, ET AL.

TO DIRECT GENDER BALANCE ON BOARDS AND COMMITTEES IF POSSIBLE

1/28	INTRODUCED		
1/28	REFERRED TO STATE ADMINISTRATION		
1/29	FIRST READING		
2/08	HEARING		
2/11	COMMITTEE REPORT—BILL PASSED AS AMENDED		
2/13	2ND READING PASSED AS AMENDED	61	39
2/15	3RD READING PASSED	62	37
2/16	TRANSMITTED TO SENATE		
2/16	FIRST READING		
2/16	REFERRED TO STATE ADMINISTRATION		
3/06	HEARING		
3/06	COMMITTEE REPORT—BILL CONCURRED		
3/09	2ND READING CONCUR AS AMENDED		
	MOTION FAILED	21	27

3/12	2ND READING CONCURRED AS AMENDED	44	4
3/13	3RD READING CONCURRED	44	5
3/16	RETURNED TO HOUSE WITH AMENDMENTS		
3/18	2ND READING AMENDMENTS CONCURRED	71	20
3/22	3RD READING AMENDMENTS CONCURRED	70	29
3/22	SIGNED BY SPEAKER		
3/23	SIGNED BY PRESIDENT		
3/25	TRANSMITTED TO GOVERNOR		
3/27	SIGNED BY GOVERNOR		
	CHAPTER NUMBER 203		

EFFECTIVE DATE: 3/27/91

HB 425 INTRODUCED BY STICKNEY, ET AL.

NO ADDITIONAL GWV FEE FOR LOCAL ZONE DELIVERY

1/29	INTRODUCED		
1/29	REFERRED TO HIGHWAYS & TRANSPORTATION		
1/29	FIRST READING		
1/29	FISCAL NOTE REQUESTED		
2/04	FISCAL NOTE RECEIVED		
2/04	FISCAL NOTE PRINTED		
2/12	HEARING		
2/13	COMMITTEE REPORT—BILL PASSED		
2/16	2ND READING PASSED	99	0
2/19	3RD READING PASSED	99	0
2/20	TRANSMITTED TO SENATE		
2/20	FIRST READING		
2/20	REFERRED TO HIGHWAYS & TRANSPORTATION		
3/07	HEARING		
3/08	COMMITTEE REPORT—BILL CONCURRED		
3/13	2ND READING CONCURRED	47	2
3/14	3RD READING CONCURRED	47	1
3/20	RETURNED TO HOUSE		
3/20	SIGNED BY PRESIDENT		
3/20	SIGNED BY SPEAKER		
3/21	TRANSMITTED TO GOVERNOR		
3/25	SIGNED BY GOVERNOR		
	CHAPTER NUMBER 183		

EFFECTIVE DATE: 3/25/91

HB 426 INTRODUCED BY J. RICE, ET AL.

IMMUNITY FOR EMERGENCY MEDICAL CARE IN
HOSPITAL OR PHYSICIAN'S OFFICE

1/29	INTRODUCED		
1/29	REFERRED TO JUDICIARY		
1/29	FIRST READING		
2/14	HEARING		
	DIED IN COMMITTEE		

HB 427 INTRODUCED BY G. BECK, ET AL.

DESIGNATE MEMORIAL FOR LAW ENFORCEMENT
OFFICERS AS STATE'S OFFICIAL MEMORIAL

1/29	INTRODUCED		
1/29	REFERRED TO STATE ADMINISTRATION		
1/29	FIRST READING		
2/06	HEARING		
2/06	COMMITTEE REPORT—BILL PASSED		
2/06	PLACED ON CONSENT CALENDAR		
2/03	3RD READING PASSED	92	0
2/09	TRANSMITTED TO SENATE		
2/09	FIRST READING		
2/09	REFERRED TO STATE ADMINISTRATION		
2/13	HEARING		

Questions From Committee Members:

REP. RICHARD SIMPKINS asked the CPP if the lobbyists only have to keep their records for three years and her office will keep their records for ten years, would her office have the authority to approve how a lobbyist justified their report in, for example, five years if a discrepancy were found. Ms. Colburg said she could not answer that question without seeking legal counsel. "Offhand, if it is a civil matter and the clock has run and three years have expired, then I think the time has gone by. But my recollection is if it a criminal matter, that is a different clock that is running." REP. SIMPKINS said the bill does not state that the CPP is going to keep the records for ten years. The three-year time period would expire to take a civil action, but when does your time period expire to take an action against them? Ms. Colburg said her understanding would be that if the Legislature acts favorably on HB 450 and it is signed into law, the civil-action clock would end at three years. But it would be different for a criminal claim. While this bill says the time to bring a civil action would be reduced from seven to three years, she did not think it would be an interference with the fact that those reports, that are filed in the CPP's office along with the campaign reports, must be retained for ten years. The CPP's office does not have all the supporting records on which those reports were based. "But I think it is still appropriate for the Commissioner to keep the reports that come from both the lobbying people and from campaign candidates for ten years. After that they go to the archives."

REP. SIMPKINS asked Mr. Pichette if he would keep records based on the anticipated liability. Mr. Pichette said he did not know what the legal department of the Montana Power Company does in the way of record keeping. He personally ran across his 1966 income tax records in the basement and he personally would keep them for his own protection. "It is nice to know if you lose it, after three years you would not be subject to this law. I think it is a good idea to drop it from seven to three (years)."

Closing by Sponsor:

REP. HARPER closed.

HEARING ON HB 424Presentation and Opening Statement by Sponsor:

REP. JESSICA STICKNEY, House District 26, Miles City, introduced HB 424 to mandate gender balance on all appointive boards, commissions, committees and councils of the state if possible. She said that in the last Legislative session she presented the Committee a resolution very similar to this bill. "It was our hope that the tender nudge toward equity would happen as a result of the resolution. . . . We are at the point where gentle nudges don't help all that much." It isn't her intention to put

stumbling blocks before the appointive process as there may be statutory requirements or it may be impossible to find a true balance among certain professional boards. The clause "to the greatest extent possible," is very serious. By January 1, 1994, 10 percent of the total membership of the total boards, commissions, committees and councils of the state must represent minorities of resident Montana. This is an addition to the intent of two years ago. We must recognize the minority people who reside in Montana and their contributions and make a real effort to see they are represented on the boards. Since 1989 there has been an increase of approximately 171 people appointed to boards. Of that number, 118 are women and 43 are men, but the balance is still inadequate. Only about one-third of all appointments to all boards are women. "We do not yet have the ability to judge how many are minority so that is not a part of our statistics at this point." She said she had an amendment. EXHIBIT 4 The amendment will instruct the Secretary of State to do two things: 1) to publish in the Montana Administrative Register on a monthly basis the recent appointments made by the executive branch and the upcoming vacancies on executive boards and commissions; and 2) to develop a form for distribution to all appointees with their oath of office to obtain the gender and minority designation of appointees.

Proponents' Testimony:

REP. HARPER, District 44, Helena, said the idea behind commissions and committees is that the public be represented. "If you're going to represent the public, why not appoint members of the public according to how many of them there are." This bill does that. "We should move the state as quickly as possible towards the truly representative type of government that we all like to think we have."

Kate Cholewa, Montana Women's Lobby, representing 50 organizations and 10 thousand individuals, presented written testimony. EXHIBIT 5

Martha L. Onishuk, Social Policy Director, League of Women Voters, presented written testimony. EXHIBIT 6

REP. BEA MCCARTHY, House District 66, said she is not "usually the flag burner or a marcher for women's rights. I have seen as much of the prejudice as any woman of my generation. I can tell the stories of being denied credit without my husband's signature; not receiving a teacher's contract -- not because I was a woman but because I was a married woman or later because I was pregnant." She is most concerned about the current governor's refusal to name qualified, capable women to boards and commissions. There is no law that states the needs for gender balance. "In a state that sent Jeannette Rankin to Washington, most of us never felt that it was necessary. . . . I felt a deep disappointment and resentment last Friday when I learned that for the fifth time in (the Governor's) administration . . . (he) had

made an appointment to the Board of Regents and had again named a male member to that board. Over 50 percent of the university population is female. . . . this group is no longer adequately represented on their own governing board. During the course of the year there will be many issues that will come before the Board that are neither male nor female issues, but many need a female perspective." Rep. McCarthy distributed copies of an editorial from The Missoulian, entitled, "Male Slant Tips Balance." EXHIBIT 7 She requested the Committee members read the article.

Carol J. Farris, appearing for herself, Gender Equity Coordinator, Vocational Education, said her job was mandated by the Perkins Funds, which are sent to the state from the federal government. She reviews and promotes gender equities in the state because the "economy can no longer function with the brain drain of having people who are not able to do the work they were meant to do, by their skills and their abilities, just because of the shape of their skin. We have to look beyond the basic dividing lines of all societies of gender, race and class. We have to refuse to consider that the brain carried around in a female body cannot make the kind of decisions that are made by the regulatory- and policy-setting agencies of the state." Public service, the Legislature and elected offices, are still nontraditional fields for females. If that were not so, we wouldn't have posters asking the American voter whether or not they would be willing to vote for a woman for president. The way the questions are framed indicates where our values and traditions lie. She said if it was not so late in the Legislative process, she would recommend the bill be split. "I think both groups, both women and minorities, deserve an affirmative vote of record from you." Ms. Farris requested the number be removed from the second paragraph as she thinks it is counterproductive. "It might be correct at this particular point in time, but we don't know what future birthrates or opportunities will (be)."

David Toppin, Deputy Commissioner, Chief Academic Officer, University System, said that "sadly, like so much legislation that appears before you routinely, this bill should not be necessary. . . . The state of Montana is making progress towards establishment of an appropriate gender equity and ethnic equity environment at a relatively reasonable pace in the view of many. The Board of Regents has in the past few months established broad policies addressing their own commitment to positive actions in minority recruitment and retention of our students, our faculty and our staff. . . . The Office of the Commissioner of Higher Education has hired a minority recruitment and affirmative action officer with out-of-state funds to assist the state in making progress towards these important goals. . . . This (Board) finds itself at the very center of a controversy regarding gender balance. . . . (The Committee) will hear . . . that this bill is flawed . . . it inadequately addresses the definition of

minorities, in the context that is predominantly American Indian . . . , that it does not limit sufficiently the definition of appointive councils, boards, committees We believe that (the Committee) will deal with these in a legal fashion which does not detract from the trust and intent of this very important legislation."

Dr. Joanne Cortese, Butte, Association of University Women, faculty member, Montana Tech, presented written testimony.
EXHIBIT 8

REP. ANGELA RUSSELL, House District 99, Big Horn County and Crow Reservation, said Indians are the largest minority in the state. There are only a "handful" of Indian people on the boards. Last Legislative session there were difficulties with the Board of Pardons that had a slot for an Indian person which was circumvented. There is reference to race within the bill. There is a U.S. Supreme Court case which found that the use of race is acceptable as it denotes a political status. The federal government uses race in the Bureau of Indian Affairs and Indian Health Service Programs. Indian people have a disproportionate representation in various areas of service and institutionalization in the U.S. In World War II there were about 300 Crow people who served; in the Viet Nam war there were 135 Crow people serving; presently, there are 35 Crow people in the Persian gulf. About 30 percent of the inmate population of the institutions are Native Americans. "We want to participate in government at all levels."

Don Judge, Montana State AFL-CIO, presented written testimony.
EXHIBIT 9

Jane Lopp, Kalispell, American Association of University Women (AAUW), said the AAUW has been suggesting names for appointive positions to state government for the last 16 years. (AAUW) has diligently worked for more women to be appointed to boards. "It would be nice to say our work was successful and there was no need for this particular piece of legislation. . . . It is clear that good will and good works are inadequate. . . . Many of you have built houses and garages . . . and you know that the job isn't done with studs only."

M. K. Johnson, M.D., AAUW, and for self, used her grandmother as an example of women's abilities by saying her grandmother was born in the last century in Moose Jaw, Saskatchewan, before there were birth certificates. She was not a citizen of any country until she married a man in Havre. She ended up being a widow for more years than she was a married woman. She managed alone to raise her children and put them through six college degrees without "that kind" of educational advantage herself. When Dr. Johnson was a college freshman, her medical school advisor told her that she would never be a doctor. He was wrong. "There is not a one of you here that would want someone else to tell you what you wanted to do or could do simply because you're a guy and

you can't have your children in a divorce or you're a woman -- you can't be a doctor. There are any number of women with talents to contribute to democracy This government should not put barriers in our way and tell us you'll never be 'on board.' "

Ken Toole, Personnel Officer, Office of Public Instruction, said most of the boards that regulate occupations also require representation from the general public. Three of the members of the Board of Banking are to come from the general public; five of the six current members are men. Three members of the general public are required on the Board of Plumbers; all eight of the current members are men. Two members of the general public are required on the Electrical Board; all four of the current members are men. Even if you assume that there is under representation in the work force, it does not explain the problem on the boards. It is clear that women are under represented on boards in Montana. This is not an affirmative action measure, it is a remedial measure designed to compensate for discrimination which is now occurring. Opponents may say that it is discriminatory and that it requires consideration of factors other than qualifications of the individual. The evidence indicates that qualifications other than those of the individual are being used now.

Linda Sau, Interdepartmental Coordinating Committee for Women (ICCW), presented written testimony. EXHIBIT 10

Glenna Wortman-Obie, Montana Federation of Business and Professional Women (MFBPW), said MFBPW considers itself the voice of working women and has been working since 1919 to bring equity and full participation for women in education, employment and government and all other aspects of life in Montana. She read a letter from MFBPW's president, Regina Larson, Great Falls: "For several years the MFBPW has sought to promote and recommend qualified women for positions on various state of Montana boards and commissions. We initiated contact with the state of Montana inquiring as to what procedures must be followed in recommending qualified women for these positions." The MFBPW encouraged qualified women to apply for these positions; letters of recommendations from the state president and others were solicited and sent to the state of Montana along with requests from several women to be placed on certain boards and commissions. "Sadly, none of the women recommended by the MFBPW, who applied, were placed MFBPW continues to maintain lists of women with qualifications that surely would make them candidates for some of the various positions."

Jan Wright, Montana Education Association, (MEA), said MEA feels the representation of women in the educational system is shocking. "If we are required to have geographical and partisan representation, the MEA feels it is perfectly reasonable and necessary to also have gender and racial representation."

Tootie Welker, Montana Alliance for Progressive Policy, (a coalition composed of women, education, labor, Native Americans, low-income, seniors and conservation groups), said they support HB 424 and the added amendments.

Francis Belgarde, Executive Director, Helena Indian Alliance, and on behalf of the Alliances in Great Falls, Butte and Missoula, said, "We believe that appointed boards, committees, etc. should, as a matter of responsibility and sense of duty, render decisions which are the byproduct of a balanced, objective view. We, as residents of a democracy, have a right to expect this. Central to this democratic concept of balance and representation is the demography of the appointed body. . . . We have a right to expect that the appointed board would be gender and racially balanced. . . . Some sources state that of the 2,000 - 2,500 persons appointed to committees, boards, etc. only 600 - 750 are female and only 12 are of minority decent. . . . Twelve does not equate to 10 percent, . . . 200 would be more correct."

Since time was running short, Chair Brown requested the proponents for HB 424 to raise their hands to indicate their support. Most of the audience raised their hands.

Opponents' Testimony: None

Questions From Committee Members:

REP. RICHARD SIMPKINS asked how many women in the past year had been appointed versus the total number of people appointed. REP. STICKNEY said the figures for 1989 were a total of 1,044 with 228 women serving; this year's total is 1,215 of which 346 are women. Although 118 women were appointed, the total number of people on boards was also raised -- the percentage is still under 50 percent. REP. SIMPKINS asked if the 1,400 total represents all boards and not just the Governor appointed boards, such as Legislative boards. REP. STICKNEY responded there are approximately 150 boards which she believes are all appointed by the Governor. "Many are attached to departments, but I don't believe they include Legislative appointments."

REP. WILBUR SPRING referred to Lns. 13 and 14, "all appointive boards, commissions, committees and councils of the state must be gender balanced to the greatest extent possible." Nurses and dental hygienists were predominantly female and others like the plumbers and bankers were predominantly male. Does this mean that all committees will be balanced as close as possible? REP. STICKNEY said, "Yes, it does. As far as possible is exactly what I said." There will be some instances because some boards are statutorily "made up," and we can't change that. "It will make us look harder for the female plumbers and the male nurses."

REP. ROGER DEBRUYCKER asked which boards were statutorily male. REP. STICKNEY responded, "I didn't stay statutorily male. Some statutorily indicate who must be on them. . . . You must have a

member of this profession and that board and that agency. It may be difficult when it specifically states who has to be on the board to find the correct gender." There is a board that is concerned -- The Board of Athletics, who regulate boxing. They raised legitimate concerns that involve locker rooms and didn't know if women would be comfortable in such a position. "Frankly, I think there are probably a lot of women who would be just as comfortable as some men on (The Board of Athletics) who are already either doctors or nurses or people who are interested in the field."

REP. JOHN PHILLIPS said if the plumbers are 95 percent men, will the plumbers say that the bulk of the industry on a percentage basis is not represented that way. REP. STICKNEY said, "I think you raise another point that will make us very intentional about finding people who will represent the industry well." Many boards require members from the public and consumers. Some of the balance might be found in those categories.

REP. SIMPKINS said his figures show that boards were composed of about 20 percent women, now they are made up of 25 to 30 percent women. REP. STICKNEY said, "You're right." REP. SIMPKINS stated that it is important to have the proper qualifications; many (boards) "are limited by geographical location; there are many requirements that there are so many democrats and so many republicans; the board must then be gender and minority balanced. "It will take a little patience to work this in because there is also a shift in population from eastern Montana to western Montana, . . . Would you agree it is going to be a lengthy process to identify all of these people to meet all of these qualifications for a board. REP. STICKNEY said she agreed. All specifications must make (us) very intentional about "finding the right people for the right positions. . . . I think with computer record keeping we are going to be able to track this a lot easier."

REP. GARY BECK asked if there are many women qualified to be on the plumbers board. Carol Farris said there are women who work in construction in Montana. She did not have accurate figures on the plumbers. There are consumers; women consume plumbing in the state. REP. BECK said the Montana Women's Lobby stated their goal is not better representation but equal representation. He asked if they would like to strike that. "I think the representation gets better when you have more diversity of women on the boards . . . when it is equal." Ms. Cholewa said, "Even though the representation on boards may be improving, we are not looking for more equal . . . in some ways it doesn't even make sense. Something is either equal or it is not. We are not just looking for improvement, we are looking toward a goal."

REP. ROGER DEBRUYCKER said in the title and on Ln. 16 of the bill, it states that 10 percent of the total membership should be composed of minorities by January 1, 1994. What is the percentage (of minorities) now? REP. STICKNEY said she didn't

know although "that is one bit of information we are not keeping track of." That is one reason for the Secretary of State requesting they be able to obtain this information on future appointees. She can name "on the fingers of one hand the Native Americans" that are on boards. REP. ROGER DEBRUYCKER asked if there is a specific date when the equality between the genders should be accomplished. REP. STICKNEY said, "In the drafting of the bill, I thought it was wise to put a date in. The intention is that this all happen by that date. The way it is worded makes it look like it is only the racial part that would be in effect by then. We recognize this doesn't happen over night, but we certainly recognize it should happen with all due expediency and by 1994 we fell most of the appointive process will have gone through at least one cycle." She said she is willing to accept the change of the effective date.

REP. PHILLIPS asked what percentage of Montana's population is made up of Native Americans. REP. STICKNEY said she believes it is about 6 percent, but the 10 percent figure would take into account all minorities, which would include black, hispanics and far eastern countries.

Closing by Sponsor:

REP. STICKNEY said the bill is "very dear to her heart and to many of our hearts." It was an honor to present it.

HEARING ON HB 456

Presentation and Opening Statement by Sponsor:

REP. JIM RICE, House District 43, East Helena Valley, introduced HB 456, a bill addressing the campaign practice act. It embodies two concepts: 1) to provide that state-wide ballot issue committees must begin their reporting in the spring of an election year. The present law does not require a report to be filed on contributions to a "campaign running for a ballot issue" until September. They can campaign all year long without having any obligation to report. This was apparent during the last election cycle when I 115 was on the ballot. There was "lots of money pouring into the state with little or no ability to find out what was going on in terms of the financing until right before the General Election." 2) to restore a single-threshold amount for reporting the name of a contributor. Presently, if someone contributes \$35, we must record their name. This is not consistent throughout the election code -- sometimes it is \$35 and sometimes \$75. The rest of the bill just has housekeeping changes.

Proponents' Testimony:

Dolores Colburg, Commissioner of Political Practices, presented written testimony. EXHIBIT 11

HOUSE OF REPRESENTATIVES
STATE ADMINISTRATION COMMITTEE

ROLL CALL

DATE 2/8/91

NAME	PRESENT	ABSENT	EXCUSED
REP. JAN BROWN, CHAIR	✓		
REP. VICKI COCCHIARELLA, VICE-CHAIR	✓		
REP. BEVERLY BARNHART	✓		
REP. GARY BECK	✓		
REP. ERNEST BERGSAGEL	✓		
REP. FRED "FRITZ" DAILY	✓		
REP. ERVIN DAVIS	✓		
REP. JANE DEBRUYCKER	✓		
REP. ROGER DEBRUYCKER	✓		
REP. GARY FELAND	✓		
REP. GARY FORRESTER			✓
REP. PATRICK GALVIN	✓		
REP. HARRIET HAYNE	✓		
REP. BETTY LOU KASTEN	✓		
REP. JOHN PHILLIPS	✓		
REP. RICHARD SIMPKINS	✓		
REP. JIM SOUTHWORTH	✓		
REP. WILBUR SPRING	✓		
REP. CAROLYN SQUIRES	✓		

Amendments to House Bill No. 424
First Reading Copy

Requested by Representative Jessica Stickney
For the Committee on State Administration

Prepared by Sheri S. Heffelfinger
February 8, 1991

1. Title, line 4.

Following: "THAT"

Insert: "BY JANUARY 1, 1994,"

2. Title, line 7.

Following: "POSSIBLE"

Strike: ";

Following: "AND"

Strike: "TO PROVIDE"

Following: "THAT"

Strike: "BY" through "1994,"

3. Title, line 9.

Following: "MINORITIES"

Insert: "; AND TO REQUIRE THAT THE SECRETARY OF STATE PUBLISH
INFORMATION ON APPOINTMENTS AND OBTAIN GENDER AND MINORITY
STATUS INFORMATION FROM APPOINTEES"

4. Page 1, line 19.

Following: line 18

Insert: " (3) Pursuant to subsections (1) and (2), the secretary
of state shall:

(a) publish in the Montana Administrative Register on
a monthly basis the recent appointments made by the
executive branch and the upcoming vacancies on executive
boards and commissions; and

(b) develop a questionnaire to obtain the gender and
minority status of appointees and distribute the
questionnaire with copies of the oath of office."

MONTANA WOMEN'S LOBBY

P.O. Box 1099

Helena, MT 59624

406/449-7917

EXHIBIT 5

DATE 2/28/91

HB 424

HB 424

Sponsor: Jessica Stickney

Women make up over half of the Montana population, half of the Montana taxpayers, yet represent only one third of the governor appointees. The 51st Legislature passed HJR 28 which urged gender-balancing governor appointments. But clearly, HJR 28 has not resulted in the governmental appointments process adequately addressing the goal of equal representation of women in government. The goal is not better representation; it is equal representation. That is why at this time we urge you pass HB 424, which mandates gender-balancing all appointive boards, and in addition provides that by 1994, minorities represent 10% of governor appointees.

When public policies reflect the perspectives of less than 50% of the population, important needs and values of the society go unaddressed. Women and minorities identify different priorities, perspectives, problems, and solutions. They take into consideration factors that may go unnoticed by a board consisting exclusively of white men. The lack of representation of women and minorities can result in failed policies, which reveal themselves as other societal ills, such as the disproportionate number of women, children, and minorities living in poverty. If public policy was serving all people equally, the percentage of the have-nots would not be crowded as it is with minorities and women. And it is difficult to change the situation when representative voices of those in it are absent from the problem-solving process.

Boards balanced for gender and race leads to not only better policy issuing from the boards, but it also can lead to better policy issuing from the legislature. Boards and commissions serve as stepping stones in governmental services. Appointees gain experience, knowledge, exposure, and the political and personal connections necessary to further their public leadership careers. Access to these positions is access to officeholding. This is especially true for women.

According to a study by the Center for the American Woman and Politics, 55% of elected women legislators have held one or more appointive governmental positions. This is true only for about 25% of elected men legislators. Thus, appointive positions cultivate female leadership at other levels of government, leadership we sorely need if we are to solve the multifarious problems of inequity that we face. Women and minority appointees and officeholders also serve as role models, revealing and reminding others of their own possibilities and potential. Children are told in this country that anyone can grow up to be president, yet those agencies consist exclusively of white men. I

MONTANA WOMEN'S LOBBY

doubt children see this as a peculiar coincidence because children are not modeled by heroes. Children model their ambitions after persons, not platitudes. Equal opportunity begins with the equal opportunity to aspire.

We needn't cultivate role models at the expense of expertise. Montana possesses a generous pool of talented women and minorities. Many of them possess the traditional qualifications for a given board. However, in balancing our boards we also are awarded with the opportunity to recognize that "qualified" may include experiences previously unrecognized, valid experience which often may be unique to women or minorities. This previously discounted experience can bring a broadened perspective to our public policies. To reach these both traditionally and non-traditionally qualified individuals, the governor may need to more effectively recruit, perhaps requesting aid from various organizations. Far from there being a shortage of qualified women and minorities, women and minorities represent a virtually untapped resource.

Although HJR 28 urged gender-balancing to address the foresaid concerns, mandating is warranted because ~~the~~ the resolution is not working. 50% is about as objective as a goal can be. Yet, when it comes to gender equity, our conditioning can interfere with the most basic of computations. Writer-researcher Dale Spender did a study wherein she taped conversations between women and men, and then asked them afterward what percent of the conversation they believed they had. In every case, both men and women believed the woman to hold "her share" of the air time whenever she held 8% - 38% of it. The statistics were even worse for other forms of air time. Magazine publishers felt they were giving female authors equal time when only 20% of the book reviews covered books by women. I believe this reveals that as a result of our conditioning, our logic is able to defy mathematics when it comes to equal representation of women. Left to our instinctual sense of "fairness", we will be unfair. Our traditional sense of what is women's fair share is less than what her numbers indicate. We must mandate equity if we are ever to witness equity. Dale Spender said that it is difficult for a woman to get 50% of air time because in order to get it she must break every rule in the book. It feels unfair, rude, and objectionably overbearing.

We're going to have to get over that. And I believe we can. We can educate ourselves in equity in our process of achieving it. We have faith that our elected governors want the best for all Montanans. This mandate will help our governors produce equitable public policies. We believe this mandate will serve Republican and Democrat governors, liberal and conservative ones, our present governor, and any future governor in her work to make Montana a state truly governed by the people. All of the people.



EXHIBIT 6
DATE 2/06/91
HB 424

The Montana League of Voters supports H.B.424 requiring racial and gender balance on all appointed boards, commissions and councils in the state.

The Board of Health and Environmental Sciences does not have any female members now. This is a reversion to old practices we do not like to see. Formerly League members Rita Sheehy and Grace Edwards have served on this board. This is a prime example of using the talents of all citizens to serve the state.

The League has urged the inclusion of women and Native American on the Montana High School Board. We urge passage of H.B.424 so that all citizens are represented in policy-setting bodies in the state.

Sincerely,

Martha L. (Marty) Onishuk
Social Policy Director
5855 Pinewood Lane
Missoula, Mt. 59803

MISSOULIAN EDITORIAL

Male slant tips balance

Regents picks missed the boat and half the population

The state Board of Regents, by law, must be balanced. No more than four of the seven members can belong to the same political party; each half of the state must be represented by at least three members; at least one of the members must be a college student.

There is no specific requirement that the board include both men and women as members — one shouldn't be needed. Common sense, alone, should tell any governor that a board made up entirely of members of one gender is inherently unbalanced and unrepresentative of the state and its university system.

However, that's precisely the kind of board Gov. Stan Stephens has assembled.

Stephens last week nominated former state Sen. Paul Boylan to replace Elsie Redlin. Our quarrel isn't with Boylan, who is perfectly qualified to be a regent, but with Stephens. The first-term Republican governor has appointed five regents in a little more than a year, all of them men. It would be foolish for anyone to

contend that there aren't any number of highly qualified women capable of serving as regents. Either the governor hasn't thought to appoint women to the board, or he hasn't wanted to. Either way, the results are the same: Not only is the all-male board unrepresentative of the public it serves, but its members — drawn from just half the population — lack the full range of experience and perspectives needed to manage the university system well.

Certainly, the Board of Regents isn't the only institution where women have gotten the short shrift. American society is evolving slowly toward equality, and it has far to go. But a governor has a special ability — and responsibility — to lead the way. By 1991, you'd have thought we might have reached the point where the importance of including men and women as equal participants on governing bodies like the Board of Regents would be understood. Instead, Gov. Stephens has set the clock back a couple of decades. At a point when we should be drawing on the diverse talents of a well-balanced Board of Regents, we're back to the point where women must fight for even a single seat at the table.

EXHIBIT 8
DATE 2/08/91
HB 424

State Admin
Comm.

House

Rm 312-1

(8:00)

HB 424

Gender and racial balance bill

2-8-91

Madame Chairperson and Members of the Committee

Dr. Joanne Cortese from Butte, representing the American
Association of University Women

which supports HB 424

Thank you for allowing me to express concerns about the
importance of gender balance and the significance of HB 424 to
the future of Montana. Preparing these remarks, I was reminded
of the research of Professor Carol Gilligan of Harvard
University, a noted researcher on the contributions of males and
females to American culture and history. Gilligan states the
folly of many who believe, "Keep quiet and notice the absence of
women and say nothing" and the subsequent loss to progress in
many arenas of American life. HB 424 recognizes the unique
contributions of women to all phases and stages of progress in
numerous endeavors. It clearly sends a message to all corners of
state government and to the private sector as well that equitable
representation of women in decision-making roles is in the best
interests of both women and men. Moreover, it is in the best
interests of the State of Montana.

Equitable representation of women and minorities on appointive boards, commissions, committees, and councils of the state is a matter of simple justice. In government agencies concerned with the promulgation of justice, why does injustice persist? That injustice has arisen innocently enough - throughout history men have dominated the workplace. As a result, male patterns and rules have determined the status quo. That status quo perpetuates and repeats the cycle of positions of decision-making and power allocated to men. HB 424 invites justice by insisting on equitable representation of women and of minorities. Granted, it challenges the status quo. Promulgation of justice, however, demands that challenge.

Equitable representation of women and minorities on appointive boards, commissions, committees, and councils of the state is a matter of common sense. Communication styles of women and men are unique and individual, and Boards and Commissions with equitable representation has the finest qualities of both genders. Research indicates that men talk talk and interrupt more when participating in group interaction, while women ask more questions and encourage the participation of other members of a group. All of these qualities are needed in effective decision-making. If women are underrepresented, it's quite likely that decisions will be reached less effectively and less efficiently.

Finally, State governments need to establish models for the private sector to imitate. In some instances, industry and education recognized the unique qualities which women bring to the decision-making process and do encourage equitable representation. However, state government should take the lead in promoting gender and racial balance. HB 474 states that principle and I encourage your support of that principle and HB 424 to allow Montana to speak loudly as a model of justice and of equity.

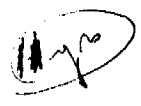
ref. M.T. - 
↓
B.D. of R. -
white male
personally disconcerting



EXHIBIT 9
DATE 2/06/91
HB 434

DONALD R. JUDGE
EXECUTIVE SECRETARY

110 WEST 13TH STREET
P.O. BOX 1176
HELENA, MONTANA 59624

(406) 442-1708

TESTIMONY OF DON JUDGE BEFORE THE HOUSE STATE ADMINISTRATION
COMMITTEE ON HOUSE BILL 424, FEBRUARY 8, 1991.

Madam Chair, members of the Committee, for the record, my name is Don Judge representing the Montana State AFL-CIO, and we are here today in support of House Bill 424.

This is a great bill that would mandate that all appointive boards of the state be gender-balanced to the greatest extent possible. Boards would include all commissions, committees, and councils of the state. House Bill 424 would also require that, by 1994, 10% of the total membership of these boards must represent minorities resident in Montana.

Montana's heritage is rich in ethnic diversity. Montana is home to seven Native American reservations. Ranchers, homesteaders, miners, railroaders, and other settlers came to this state from nearly every nation in Europe. Montana women have made their mark, too, and Montana holds the great honor of electing the first woman to the U.S. Congress, Jeanette Rankin.

Testimony of Don Judge, HB 424
Page Two
February 8, 1991

To exclude any of these people from their rightful role in our society would be shameful. Our present strength and perseverance as a state comes from our diversity. In order to confront our future with the same strength, we must insure that our diversity is not broken up, discounted, or ignored.

House Bill 424 would have an effect on all citizens of this state, whether they are directly appointed to those boards, or live by their decisions. To ignore any of these groups would be to short change the entire state.

Requiring gender equity and racial integrity for Montana's appointed boards and commissions would insure that those qualities that we hold deepest, as Montanans, will continue for generations into the future.

For these reasons, we strongly urge your favorable consideration of House Bill 424.

Thank You.

TESTIMONY PRESENTED TO THE
HOUSE STATE ADMINISTRATION COMMITTEE

February 8, 1991

Chairwoman Brown, Members of the Committee:

My name is Lynda Saul. I represent the Interdepartmental Coordinating Committee for Women, known as ICCW. ICCW was established in 1977 and was re-established in 1990 by Governor Stephens, through Executive Order. Our main purpose is to promote the full participation of women at all levels of state government.

House Bill 424 will allow women to more fully participate at all levels of state government by providing equal representation on each appointive Board, Commission, Committee and Council of the state.

Women are involved in all professions at all levels and make up 50 percent of the population of the state. Women should be equally represented on the Boards, Commissions, Committees and Councils governing their jobs.

Examples of current imbalances on these Boards as of December 31, 1990 are:

	Men	Women
Board of Housing	7	0
Board of Investments	8	0
Judicial Nomination Commission	6	1
Prison Branch Advisory Council	6	0
Reserved Water Rights		
Compact Commission	9	0
Data Processing Advisory Council	20	2

There is also an imbalance in the other direction, for example the following:

Board of Nursing	1	8
Board of Cosmetologists	1	6
Board of Occupational		
Therapy Practice	0	5

House Bill 424 would provide gender balance to each State Board, Commission, Committee and Council and would ensure a commitment to gender balance from one administration to the next. This bill is vital to assuring full participation of all Montana citizens in state affairs.

ICCW supports House Bill 424 and urges you to vote in favor of this Bill.

HOUSE OF REPRESENTATIVES
VISITOR'S REGISTER

1 of 3

STATE ADMINISTRATION

COMMITTEE

BILL NO.

HB 424

DATE 2/8/91

SPONSOR(S) REP. STICKNEY

PLEASE PRINT

PLEASE PRINT

PLEASE PRINT

NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
Joanna Cortese - Butte	AAUW	✓	
Joy Bruck	OF MONTANA LEAGUE OF WOMEN VOTERS	✓	
Ken Toole	Office of Public Inst	✓	
Margaret Murphy	AAUW + Montana Women's Lobby	✓	
Tortie Welker	MAPP	✓	
Kate Cholewa	MT Womens Lobby	✓	
Deane Sands	MT Womens Lobby	✓	
MKT Johnson, MD	self. AAUW	✓	
Jane Lapp	AAUW	✓	
Sara Young	self	✓	
Mary Gibson	MT Womens Lobby	✓	
Angela Russell	HD 99	✓	
Don Judge	mt State AFL-CIO	X	
Lynda Saw	ICCW	X	

PLEASE LEAVE PREPARED TESTIMONY WITH SECRETARY. WITNESS STATEMENT FORMS
ARE AVAILABLE IF YOU CARE TO SUBMIT WRITTEN TESTIMONY.

FRANCIS BELGARDE
Glenora Hartman-Chie

HELINA INDIAN ALLIANCE ✓
Business & Professional Women's
Association ✓
✓

HOUSE OF REPRESENTATIVES
VISITOR'S REGISTER

2 of 3

STATE ADMINISTRATION

COMMITTEE

BILL NO.

HB 424

DATE 2/8/91

SPONSOR(S)

REP. STICKNEY

PLEASE PRINT

PLEASE PRINT

PLEASE PRINT

NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
Farlane Lewis	AAUW	✓	
Constance B. Lord	AAUW	✓	
Julia Parker	AAUW	✓	
Mary Holt	AAUW	✓	
Connie Kivioni	AAUW	✓	
Foulette Bailey	self	✓	
Arlene HANNAWALT	Self	✓	
Sib Clark	MT Univ. System	✓	
Tamara Black	self	✓	
Bethany McLaughlin	mt U. System	✓	
Laundra Kempf	AAUW	✓	
Barbara Claybourn	AAUW	✓	
Stacy Louick 410 S. 8th Livingston	President AAW MT State	✓	
Arlene Telt	AAUW	✓	

PLEASE LEAVE PREPARED TESTIMONY WITH SECRETARY. WITNESS STATEMENT FORMS
ARE AVAILABLE IF YOU CARE TO SUBMIT WRITTEN TESTIMONY.

HOUSE OF REPRESENTATIVES
VISITOR'S REGISTER

3 of 3

STATE ADMINISTRATION COMMITTEE BILL NO. 424
DATE 2/8/81 SPONSOR(S) REP. STICKNEY

PLEASE PRINT PLEASE PRINT PLEASE PRINT

NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
Lee H. psher	AA u w	X	
Elaine Peltan	AA u w	X	
Clarice Walters	AA u w	X	
Kandice Morse	AA u w	X	
Marge Morse	AA u w	X	
Anna Marie Clouse	AA u w	X	
Carol J Harris	Self (Sex Equity Coord for Voc Ed)	X	
Ruth L. Long	AA u w	X	

PLEASE LEAVE PREPARED TESTIMONY WITH SECRETARY. WITNESS STATEMENT FORMS ARE AVAILABLE IF YOU CARE TO SUBMIT WRITTEN TESTIMONY.

first choice at it. The previous landowner would have the second choice. REP. KASTEN said the bill would deal just with transferring back to a political subdivision. If a political subdivision does not want the land, the current lease would be continued. "This is not an individual's right in any way, this is for a political subdivision's right to come in and take something that can be used and put it to a purposeful use."

REP. GARY FELAND said a lot of cities could not afford to buy these parcels at fair market value. The bill would allow them to buy these under fair market value.

REP. COCCHIARELLA said she objects to the bill because it would have to go on the ballot to change the Constitution. However, she does agree with the idea of the bill.

Vote: HB 404 DO PASS. The motion carried 13 - 4 with Reps. Cocchiarella, Squires, Jane DeBruycker and Ervin Davis voting no; Reps. Simpkins and Daily were not present for the vote.

EXECUTIVE ACTION ON HB 424

Motion: REP. JIM SOUTHWORTH MOVED HB 424 DO PASS.

Discussion:

Sheri Heffelfinger distributed two sets of amendments to HB 424: Rep. Jessica Stickney's amendments EXHIBIT 4 and Rep. Richard Simpkins' amendments. EXHIBIT 5 Ms. Heffelfinger explained the amendments. Rep. Stickney's amendments were the ones she mentioned when she introduced the bill. The amendments would apply January 1, 1994, to both parts of the bill -- racial and gender balance. As HB 424 now reads, January 1, 1994, is the target date only for racial balance on committees. Amendment No. 4 adds subsection (3) to have the secretary of state do two things. Ln. 18 would read: (see Exhibit 4). Rep. Simpkins' amendments combine subsections (1) and (2). Following "GENDER-BALANCED," it inserts "AND REPRESENT MINORITY RESIDENTS." Amendment No. 3, on Pg. 1, Ln. 12, strikes subsection (1) because now there is only one section. Amendment No. 4 inserts on Ln. 14 following "gender-balanced" -- and represent minority residents. Then it strikes the remaining part of subsection (2).

Motion: REP. JIM SOUTHWORTH moved the Stickney amendments.

Discussion: REP. ROGER DEBRUYCKER asked if there would be enough time for the governor to appoint his board and have it balanced by January 1, 1994. "If it were by July 1, 1994, it would give the Governor (more time)." REP. COCCHIARELLA said not all boards and commission members are appointed by January as it is an on-going process. They are appointed "almost monthly." She questioned if the bill would give enough time for those boards to

go through a cycle of reappointment so the goal could be achieved by 1994. Rep. Cocchiarella said, "Some of those appointments are four-year appointments. . . . There may be a way to change the timing in the bill for each time there is an appointment, rather than the '94 deadline." REP. DEBRUYCKER said he wanted to know if the governor would be able to do this by 1994. REP. BEVERLY BARNHART said, "It seems . . . to the greatest extent possible takes that into consideration. If an appointment (vacancy) doesn't come up for a board . . . it is to the greatest extent possible, because there is no appointment to that board."

Vote: HB 424 STICKNEY AMENDMENTS. Motion carried 15 - 2 with Reps. Kasten and Roger DeBruycker voting no. Reps. Daily and Simpkins were absent for the vote.

Motion: REP. JOHN PHILLIPS moved the Simpkins amendments.

Discussion:

CHAIR BROWN asked if the Simpkins amendments would conflict with the Stickney amendments. REP. PHILLIPS said, "The only 'meat' of the Simpkins amendments is to delete the 10 percent and to do what they can. It makes more sense to me."

REP. COCCHIARELLA said that one of goals of the Simpkins amendment was to appropriately represent the population in Montana. We have no accurate idea of the population of minority groups. Ten percent may not necessarily represent the population. The language in the amendment takes care of that problem. REP. SIMPKINS clarified his amendments: "The bill creates a couple of problems: establishing a date and the 10 percent. . . . We want gender balance and we want the minority representation to the greatest extent possible. We don't put a time line on it but we can be very critical because it is a law."

CHAIR BROWN said the Committee may have to get a sense of what they want to do with the bill and have Ms. Heffelfinger combine the amendments.

REP. PATRICK GALVIN said in his mind the 10 percent says to lump all the minorities into that percentage. "You are not going to get .300 of 1 percent black in Montana regardless of what you do. That was the reason for the 10 percent. If the figure is not legal, we have to throw it out."

REP. SQUIRES said she disagrees with Rep. Simpkins for not placing an exact time or guideline to strive for a minority balance.

Ms. Heffelfinger distributed an amendment prepared for Rep. Barnhart. EXHIBIT 6 She said Rep. Simpkins's amendments cannot work with the Barnhart amendments because the Committee has already passed the Stickney amendments. On the issue of 10 percent and how to proportionally represent, which is one of the

concerns Rep. Simpkins is voicing, Rep. Barnhart's amendments do not conflict with the Stickney amendments, and it would strike the 10 percent and add proportionally.

Vote: SIMPKINS AMENDMENTS. Motion failed 8 - 10. EXHIBIT 7

Motion: REP. COCCHIARELLA moved the Barnhart amendments.

Discussion:

REP. GALVIN asked if "it would be possible to get these four people together and come out with one set of amendments."

CHAIR BROWN said the Committee will have to arrive at a sense of what they want drafted. Ms. Heffelfinger will draft the amendments and then the sponsor of HB 424 will have to look at them.

REP. SIMPKINS said this will leave it up to the courts to determine what the proportional representation is "to the greatest extent possible." REP. SOUTHWORTH said that is possible, but court action is possible in anything. REP. SIMPKINS said, "It is a shame we're passing laws (that won't hold up in court)." Ms. Heffelfinger said the way the bill reads "to the greatest extent possible" applies only to subsection (1) on gender balance. The question in subsection (2) is the 10 percent and there is nothing in subsection (2) that addresses "the greatest extent possible." That is why there was the concern over the 10 percent versus what Rep. Barnhart's amendments do, which is to take out the 10 percent and say "proportionally." But even with those amendments, "to the greatest extent possible" applies only to subsection (1). REP. SIMPKINS said, "That is exactly what my amendment was doing -- making one paragraph to the greatest extent possible. . . . I think we're still opening up ourselves . . . to proportional in the time line and then we'll be open to a law suit to someone to define proportional."

Vote: BARNHART AMENDMENTS DO PASS. Motion carried 14 - 4 with Reps. Simpkins, Wilbur Spring, Harriet Hayne and Roger DeBruycker voting no with Rep. Daily being absent.

REP. KASTEN distributed amendments to HB 424. EXHIBIT 8

Motion: REP. KASTEN moved her amendments.

Discussion:

REP. KASTEN explained the amendments saying, "The person selected must be qualified. That is all it does. We are going to have a very difficult time balancing some boards. Someone testifying said gender balance will not necessarily bring us better boards, just more-balanced boards. I think our goal should always be to do things the best we can with the best people available."

REP. SOUTHWORTH said he was opposed to the amendment because he believes they will be qualified as the governor will be "trying" to appoint the most qualified person.

REP. GARY BECK said he thinks the amendment will be a loop hole to do away with the entire intent of the bill. He did agree that people chosen should be qualified, but the Committee would have to have trust in their elected official to appoint the most qualified people.

REP. KASTEN said if that were the truth and we had faith in those appointing the committees and councils, we would have no need for this law on the books.

REP. SPRING said he believes the Kasten amendments are the only ones that have made sense and should be the number one priority.

REP. BARNHART said when you read any of the selection criteria for any of the boards, it suggests qualified people. The bill simply says let's have some of those qualified people be women.

Vote: HB 424 KASTEN AMENDMENTS. Motion failed 8 to 10.

EXHIBIT 9

MOTION/VOTE: HB 424 DO PASS AS AMENDED. EXHIBIT 9A Motion carried 10 - 9. EXHIBIT 10

EXECUTIVE ACTION ON HB 520

Motion: REP. COCCHIARELLA MOVED HB 520 DO PASS.

Discussion:

CHAIR BROWN asked for a clarification of what would happen if the Committee passed both HB 520 and HB 170. Ms. Heffelfinger said they conflict on one part, HB 170 amends only the lodging from \$24 to \$30 a day. Rep. Cocchiarella's HB 520 amends the lodging from \$36 a day. HB 170 does not amend the meals portion, which is addressed by HB 520.

Motion: REP. FELAND moved to amend HB 520 on Ln. 24 to \$30 a day for lodging.

Discussion:

REP. BARNHART said we had someone that testified that MHESAC already has that amount of money. She asked, "What you have in this bill is what that group is already being given?" REP. COCCHIARELLA said yes.

REP. PHILLIPS said he supports the amendment. "If you notice, you haven't seen any innkeepers here this morning on this particular bill. Reality is going to tell us that we can only

HOUSE OF REPRESENTATIVES

STATE ADMINISTRATION COMMITTEE

ROLL CALL

DATE 2/11/91

NAME	PRESENT	ABSENT	EXCUSED
REP. JAN BROWN, CHAIR	✓		
REP. VICKI COCCHIARELLA, VICE-CHAIR	✓		
REP. BEVERLY BARNHART	✓		
REP. GARY BECK	✓		
REP. ERNEST BERGSAGEL	✓		
REP. FRED "FRITZ" DAILY	✓		
REP. ERVIN DAVIS	✓		
REP. JANE DEBRUYCKER	✓		
REP. ROGER DEBRUYCKER	✓		
REP. GARY FELAND	✓		
REP. GARY FORRESTER	✓		
REP. PATRICK GALVIN	✓		
REP. HARRIET HAYNE	✓		
REP. BETTY LOU KASTEN	✓		
REP. JOHN PHILLIPS	✓		
REP. RICHARD SIMPKINS	✓		
REP. JIM SOUTHWORTH	✓		
REP. WILBUR SPRING	✓		
REP. CAROLYN SQUIRES			

HOUSE STANDING COMMITTEE REPORT

2:10
2-11-9
TDB
February 11, 1991

Page 1 of 2

Mr. Speaker: We, the committee on State Administration report that House Bill 424 (first reading copy -- white) do pass as amended .

Signed: Jan Brown
Jan Brown, Chairman

And, that such amendments read:

1. Title, line 4.

Following: "THAT"

Insert: "BY JANUARY 1, 1994,"

2. Title, line 7 through line 9.

Following: "POSSIBLE" on line 7

Insert: "AND PROPORTIONALLY REPRESENT MINORITY RESIDENTS"

Strike: "PROVIDE" on line 7 through "MINORITIES" on line 9.

Insert: "REQUIRE THAT THE SECRETARY OF STATE PUBLISH INFORMATION ON APPOINTMENTS AND OBTAIN GENDER AND MINORITY STATUS INFORMATION FROM APPOINTEES"

3. Page 1, line 13.

Strike: "All"

Insert: "By January 1, 1994: (a) all"

4. Page 1, line 15.

Strike: "."

Insert: "; and"

5. Page 1, line 16.

Strike: "(2) By January 1, 1994, 103 of"

Insert: "(b)"

6. Page 1, line 18.

Following: "must"

Insert: "proportionally"

2:10

2-11-91

T D B

February 11, 1991

Page 2 of 2

7. Page 1, line 19.

Following: line 18

Insert: " (2) Pursuant to subsection (1), the secretary of state shall:

(a) publish in the Montana Administrative Register on a monthly basis the recent appointments made by the executive branch and the upcoming vacancies on executive boards and commissions; and

(b) develop a questionnaire to obtain the gender and minority status of appointees and distribute the questionnaire with copies of the oath of office."

100-500000

Amendments to House Bill No. 424
First Reading Copy

Requested by Representative Jessica Stickney
For the Committee on State Administration

Prepared by Sheri S. Heffelfinger
February 8, 1991

1. Title, line 4.

Following: "THAT"

Insert: "BY JANUARY 1, 1994,"

2. Title, line 7.

Following: "POSSIBLE"

Strike: ";

Following: "AND"

Strike: "TO PROVIDE"

Following: "THAT"

Strike: "BY" through "1994,"

3. Title, line 9.

Following: "MINORITIES"

Insert: "; AND TO REQUIRE THAT THE SECRETARY OF STATE PUBLISH
INFORMATION ON APPOINTMENTS AND OBTAIN GENDER AND MINORITY
STATUS INFORMATION FROM APPOINTEES"

4. Page 1, line 19.

Following: line 18

Insert: " (3) Pursuant to subsections (1) and (2), the secretary
of state shall:

(a) publish in the Montana Administrative Register on
a monthly basis the recent appointments made by the
executive branch and the upcoming vacancies on executive
boards and commissions; and

(b) develop a questionnaire to obtain the gender and
minority status of appointees and distribute the
questionnaire with copies of the oath of office."

Amendments to House Bill No. 424
First Reading Copy

Requested by Representative Simpkins
For the Committee on

Prepared by Sheri S. Heffelfinger
February 11, 1991

1. Title, line 6.
Following: "GENDER-BALANCED"
Insert: "AND REPRESENT MINORITY RESIDENTS"
2. Title, line 7 through line 9.
Following: "POSSIBLE"
Strike: "; AND" on line 7 through "MINORITIES" on line 9
3. Page 1, line 12.
Following: "balance."
Strike: "(1)"
4. Page 1, line 14.
Following: "gender-balanced"
Insert: "and represent minority residents"
5. Page 1, line 16 through line 18.
Strike: subsection (2) in its entirety

Amendments to House Bill No. 424
First Reading Copy

Requested by Representative Barnhart
For the Committee on

Prepared by Sheri S. Heffelfinger
February 11, 1991

1. Title, line 4.

Following: "THAT"

Insert: "BY JANUARY 1, 1994,"

2. Title, line 7 through line 9.

Following: "POSSIBLE" on line 7

Insert: "AND PROPORTIONALLY REPRESENT MINORITY RESIDENTS"

Strike: "; AND" on line 7 through "MINORITIES" on line 9.

3. Page 1, line 13.

Strike: "All"

Insert: "By January 1, 1994, all"

4. Page 1, line 16.

Following: "1994,"

Strike: "10% of"

5. Page 1, line 18.

Following: "must"

Insert: "proportionally"

EXHIBIT 7
DATE 2/11/91
HB 424

HOUSE OF REPRESENTATIVES
STATE ADMINISTRATION COMMITTEE

ROLL CALL VOTE

DATE 2/11/91 BILL NO. 424 NUMBER 1

MOTION: Simpkins amendment AG Panel

NAME	AYE	NO
REP. VICKI COCCHIARELLA, VICE-CHAIR		✓
REP. BEVERLY BARNHART		✓
REP. GARY BECK		✓
REP. ERNEST BERGSAGEL	✓	
REP. FRED "FRITZ" DAILY		
REP. ERVIN DAVIS		✓
REP. JANE DEBRUYCKER		✓
REP. ROGER DEBRUYCKER	✓	
REP. GARY FELAND	✓	
REP. GARY FORRESTER		✓
REP. PATRICK GALVIN		✓
REP. HARRIET HAYNE	✓	
REP. BETTY LOU KASTEN	✓	
REP. JOHN PHILLIPS	✓	
REP. RICHARD SIMPKINS	✓	
REP. JIM SOUTHWORTH		✓
REP. WILBUR SPRING	✓	
REP. CAROLYN SQUIRES		✓
REP. JAN BROWN, CHAIR		✓
TOTAL	8	10

Amendments to House Bill No. 424
First Reading Copy

Requested by Representative Kasten
For the Committee on

Prepared by Sheri S. Heffelfinger
February 11, 1991

1. Page 1, line 15.

Following: "possible"

Insert: ", provided that only qualified persons are appointed"

2. Page 1, line 18.

Following: "Montana"

Insert: ", provided that only qualified persons are appointed"

EXHIBIT 9
DATE 2/11/91
HB 424

HOUSE OF REPRESENTATIVES
STATE ADMINISTRATION COMMITTEE

ROLL CALL VOTE

DATE 1/11/91 BILL NO. HB 424 NUMBER 1

MOTION: Rep. Hester Amendments -

NAME	AYE	NO
REP. VICKI COCCHIARELLA, VICE-CHAIR		✓
REP. BEVERLY BARNHART		✓
REP. GARY BECK		✓
REP. ERNEST BERGSAGEL	✓	
REP. FRED "FRITZ" DAILY		
REP. ERVIN DAVIS		✓
REP. JANE DEBRUYCKER		✓
REP. ROGER DEBRUYCKER	✓	
REP. GARY FELAND	✓	
REP. GARY FORRESTER		✓
REP. PATRICK GALVIN		✓
REP. HARRIET HAYNE	✓	
REP. BETTY LOU KASTEN	✓	
REP. JOHN PHILLIPS	✓	
REP. RICHARD SIMPKINS	✓	
REP. JIM SOUTHWORTH		✓
REP. WILBUR SPRING	✓	
REP. CAROLYN SQUIRES		✓
REP. JAN BROWN, CHAIR	✓	✓
TOTAL	8	10

Amendments to House Bill No. 424
First Reading Copy

Requested by Representative Jessica Stickney
For the Committee on State Administration

Prepared by Sheri S. Heffelfinger
February 8, 1991

1. Title, line 4.

Following: "THAT"

Insert: "BY JANUARY 1, 1994,"

2. Title, line 7 through line 9.

Following: "POSSIBLE" on line 7

Insert: "AND PROPORTIONALLY REPRESENT MINORITY RESIDENTS"

Strike: "PROVIDE" on line 7 through "MINORITIES" on line 9.

Insert: "REQUIRE THAT THE SECRETARY OF STATE PUBLISH INFORMATION
ON APPOINTMENTS AND OBTAIN GENDER AND MINORITY STATUS
INFORMATION FROM APPOINTEES"

3. Page 1, line 13.

Strike: "All"

Insert: "By January 1, 1994: (a) all"

4. Page 1, line 15.

Strike: "."

Insert: "; and"

5. Page 1, line 16.

Strike: "(2) By January 1, 1994, 10% of"

Insert: "(b)"

6. Page 1, line 18.

Following: "must"

Insert: "proportionally"

7. Page 1, line 19.

Following: line 18

Insert: "(2) Pursuant to subsection (1), the secretary of state
shall:

(a) publish in the Montana Administrative Register on
a monthly basis the recent appointments made by the
executive branch and the upcoming vacancies on executive
boards and commissions; and

(b) develop a questionnaire to obtain the gender and
minority status of appointees and distribute the
questionnaire with copies of the oath of office."

EXHIBIT 10
DATE 2/11/91
HB 424

HOUSE OF REPRESENTATIVES
STATE ADMINISTRATION COMMITTEE

ROLL CALL VOTE

DATE 2/11/91 BILL NO. HB 424 NUMBER 1

MOTION: Do Pass As Amended

NAME	AYE	NO
REP. VICKI COCCHIARELLA, VICE-CHAIR	✓	
REP. BEVERLY BARNHART	✓	
REP. GARY BECK	✓	
REP. ERNEST BERGSAGEL		✓
REP. FRED "FRITZ" DAILY	✓	
REP. ERVIN DAVIS	✓	
REP. JANE DEBRUYCKER	✓	
REP. ROGER DEBRUYCKER		✓
REP. GARY FELAND		✓
REP. GARY FORRESTER		✓
REP. PATRICK GALVIN	✓	
REP. HARRIET HAYNE		✓
REP. BETTY LOU KASTEN		✓
REP. JOHN PHILLIPS		✓
REP. RICHARD SIMPKINS		✓
REP. JIM SOUTHWORTH	✓	
REP. WILBUR SPRING		✓
REP. CAROLYN SQUIRES	✓	
REP. JAN BROWN, CHAIR	✓	
TOTAL	10	9

MINUTES

MONTANA SENATE 52nd LEGISLATURE - REGULAR SESSION COMMITTEE ON STATE ADMINISTRATION

Call to Order: By Chairperson Eleanor Vaughn, on March 6, 1991,
at 10 A.M. in room 331

ROLL CALL

Members Present:

Eleanor Vaughn, Chairman (D)
Bob Pipinich, Vice Chairman (D)
John Jr. Anderson (R)
Chet Blaylock (D)
James Burnett (R)
Harry Fritz (D)
Bob Hockett (D)
Jack Rea (D)

Members Excused: Senator Bernie Swift

Members Absent: Senator Bill Farrell

Staff Present: David Niss (Legislative Council).

Please Note: These are summary minutes. Testimony and
discussion are paraphrased and condensed.

Announcements/Discussion: The committee bill, Senate Resolution
7, will be heard on March 15 in room 405 at 10 A.M.

HEARING ON HOUSE BILL 424

Presentation and Opening Statement by Sponsor:

Representative Jessica Stickney, House District 26, Miles City, said House Bill 424 mandates that all appointive boards, commissions, committees, and councils of the state be gender-balanced to the greatest extent possible. House Bill 424 also mandates that 10 percent of the total membership of appointive entities must represent minorities. It is intended that a board should be complete, and if a qualified minority or gender balancing person cannot be found, they have included the statement "to the greatest extent possible". The last amendment gives instructions to the Secretary of State's office to publicize appointments, which are made and pending. The request for information will go to people after they have been appointed.

Proponents' Testimony:

Bea McCarthy, Representative of House District 66, talked of discrimination because of being a married woman. She would like a female appointed to the Board of Regents.

Kate Cholewa, Montana Women's Lobby, supports House Bill 424. She gave written testimony. (Exhibit 2) She handed the committee a letter from Jane Lopp, representing the American Association of University Women, who works at finding qualified women for appointments. (Exhibit 1)

Angela Russell, Representative of House District 99, Lodge Grass, Big Horn County, and the Crow Reservation believes this is an excellent piece of legislation and recommends a strong support of House Bill 424.

Tootie Welker, Montana Alliance for Progressive Policy, represents over 50,000 Montanans, supports this bill.

Jan Wright, Montana Education Association, is concerned that there should be more women on the Board of Public Education and the Board of Regents. It is necessary and reasonable to have women and minorities on boards.

Linda Saul, representing the Interdepartmental Coordinating Committee for Women, gave examples of boards that were composed of all males. Her testimony is in exhibit 4.

Ken Toole, personnel officer for the Office of Public Instruction, gave written testimony in support of House Bill 424. (See exhibit 3)

Colette Baumgardner, Democratic Women's Caucus, said they support House Bill 424.

Opponents' Testimony:

None

Questions From Committee Members:

Senator Blaylock asked about page 2, line 15 through 17. Representative Stickney said that is the method decided upon to see if we are abiding by the law. They do not have any forms that specifically indicates race or gender.

Senator Burnett mentioned that it is against the federal law to ask to question gender, religion, or race. This puts a hardship on the person involved in appointing boards. Representative Stickney said there are many ways to learn information about someone. The appointed person can refuse to give the information if they so choose.

Senator Burnett asked what's the penalty, if they don't? Representative Stickney said there is no penalty. They have tried to make it easy and yet it is very important.

Closing by Sponsor:

Representative Stickney closed the hearing and said Senator Dorothy Eck will carry it to the Senate floor.

EXECUTIVE ACTION ON HOUSE BILL 424

Motion:

Senator Hockett moved that we DO CONCUR IN HOUSE BILL 424.

Recommendation and Vote:

The VOTE was 7 in favor of HOUSE BILL 424 and Senator Burnett voted no. House Bill 424 was approved and Senator Dorothy Eck will carry it to the Senate floor.

HEARING ON HOUSE BILL 450

Presentation and Opening Statement by Sponsor:

Representative Hal Harper, House District 44, Helena, said House Bill 450 is presented at the request of the Commissioner of Political Practices. It does several things to help the Commissioner do the job. It provides for the disapproval of an application to lobby if reports have not been filed or are inaccurate. It clarifies the contents of the lobbying docket, provides for the issuance of order of noncompliance, provides for enforcement and provides for review of orders of noncompliance. It reduces the period of time lobbying records must be kept and reduces the time period for bringing an action for a violation of the lobbying laws. Presently, she has to go to court to get lobbyists to comply. This is a half-way step that makes sense. Most lobbyists file reports faithfully and should be rewarded for doing so. The law presently allows 7 years for a civil action, which is too long, and House Bill 450 reduces that to 3 years.

Proponents' Testimony:

Dolores Colburg, Commissioner of Political Practices, said House Bill 450 provides additional leverage to obtain lobbying reports from principals. This would allow the issuance of noncompliance orders when they aren't filed or are incomplete. (Exhibit 5) These noncompliance orders can be given to the media and that is more leverage.

C. B. Pearson, Executive Director of Common Cause/ Montana, supports House Bill 450 because it is a reasonable and important

ROLL CALL

STATE ADMINISTRATION COMMITTEE

DATE 3-6-91

52 LEGISLATIVE SESSION

NAME	PRESENT	ABSENT	EXCUSED
SENATOR ELEANOR VAUGHN	X		
SENATOR BOB PIPINICH	X		
SENATOR JOHN ANDERSON	X		
SENATOR CHET BLAYLOCK	X		
SENATOR JAMES BURNETT	X		
SENATOR "BILL" FARRELL		X	
SENATOR HARRY FRITZ	X		
SENATOR BOB HOCKETT	X		
SENATOR JACK "DOC" REA	X		
SENATOR BERNIE SWIFT			<i>excused</i>

Each day attach to minutes.

DATE March 6, 1961

COMMITTEE ON Public Administration

VISITORS' REGISTER

NAME	REPRESENTING	BILL #	Check One	
			Support	Oppose
John Welker	MAPP	424	✓	
IRT KORN	Vol FIREMEN	599	✓	
yle Nagel	mt. st. Vol Firefighters Assn	599	✓	
PICK LATER	MT Sheriff's Assoc. Home	288 432	✓	
Jan Wright	MEA	HB 424	✓	
Ken Tully	MT	11	✓	
Collette Baumgardner	Democratic Women's Caucus	HB 424	✓	
Bear McCarthy	mt. st. Vol Firefighters Assn	424	✓	
Lynda Saul	ICUW	424	✓	
Carol Manin	ICUW	424	✓	
Tim Solomon	MT Sheriff's & Peace Officers	288 432	✓	
Elisabeth Bock	MT CHAMBER	424		
CB Pearson	Common Cause / Montana	HB 450	✓	
DOLORES COLBURG	COMMISSIONER OF POLITICAL PRACTICES	HB 450	X	
Larry Nachtkeim	PERC	599	X	
JAY PRITZ	MT Sheriff's & Peace Officers Assn	HB 288 432	X	
Denny D. Zahner	MT St. Vol Firefighters Assn	HB 599	✓	
T. Gregory Hintz	MT Sheriff's & Peace Officers MONTANA CO DEPUTY ASS.	HB 288 432		
Mike Pickette	MT Power Co	H 450	✓	

(Please leave prepared statement with Secretary)

SENATE STATE ADMIN.

EXHIBIT NO. 1

March 5, 1991

DATE 3-6-91BILL NO. HB 424*State Administrator*

Montana Senate Judiciary Committee
Montana Legislature
Helena, Mt 59624

Members of the Senate Judiciary Committee

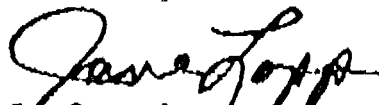
As a past State President of the American Association of University Women, I have been involved for more than 15 years in the process of submitting the names of well qualified women for appointment consideration by both Republican and Democratic Governors. The facts clearly point to a significant bias in our system. The good news is that HB 424 provides a remedy and that remedy does not require MONEY!

HB 424 (Gender Balance) represents an important step in overcoming bias in the appointment system of this State. In the past, Legislatures have deemed it important to balance appointments to boards on the basis of professional and consumer interests, geographic distribution, political party, and other criteria. This Legislature now has the opportunity to remedy gender bias with the criteria of HB 424.

At a time when another branch of government, the Montana Supreme Court, has established a Task Force to assess gender bias in the judicial system and recommend appropriate remedies, it would be timely for this Legislature to remedy bias in the appointment system.

At a time when this Legislature has set aside a holiday to honor a Civil Rights leader, the passage of HB 424 would send the message that the contributions of interested, well qualified women are valued by this Legislature. This Legislature has the opportunity to make the rhetoric about remedying gender bias a reality in this part of the governmental system.

Sincerely,


S. Jane Lopp

MONTANA NEWS LOBBY

P.O. Box 1099

PH 10-7917

SENATE STATE ADMIN.

HB 424

EXHIBIT NO. 2

Sponsor: Jessica Stickney
Kate Cholewa, MWL

DATE 3-6-71

BHL NO. HB 424

Women make up over half of the Montana population, half of the Montana taxpayers, yet represent only one third of the governor appointees. The 51st Legislature passed HJR 28 which urged gender-balancing governor appointments. But clearly, HJR 28 has not resulted in the governmental appointments process adequately addressing the goal of equal representation of women in government. That is why at this time we urge you pass HB 424.

When public policies reflect the perspectives of less than 50% of the population, important needs and values of the society go unaddressed. Women and minorities identify different priorities, perspectives, problems, and solutions. They take into consideration factors that may go unnoticed by a board consisting exclusively of white men. The lack of representation of women and minorities can result in failed policies, which reveal themselves as other societal ills, such as the disproportionate number of women, children, and minorities living in poverty. If public policy was serving all people equally, the percentage of the have-nots would not be crowded as it is with minorities and women.

Because boards and commissions serve as stepping stones in governmental services, boards balanced for gender and race can lead to better policy issuing from the legislature, as well as the boards. Appointees gain experience, knowledge, exposure, and the political and personal connections necessary to further their public leadership careers. Access to these positions is access to officeholding. A study by the Center for the American Woman and Politics proves this especially true for women. According to the study, 55% of elected women legislators have held one or more appointive governmental positions. This is true only for about 25% of elected men legislators. Thus, appointive positions cultivate female leadership at other levels of government.

Women and minority appointees and officeholders also serve as role models which, in turn, cultivates future leaders. We tell children they can grow up to be whatever they want, but children are not fooled by rhetoric. Children model their ambitions after persons, not platitudes. Equal opportunity begins with the equal opportunity to aspire.

We needn't cultivate role models at the expense of expertise. Montana possesses a generous pool of talented women and minorities. Many of them possess the traditional qualifications for a given board. However, in balancing our boards we also are awarded with the opportunity to recognize that "qualified" may include experiences previously unrecognized, valid experience which often may be unique to women or minorities. This previously discounted experience can bring a broadened perspective to our public policies. To reach these both traditionally and non-traditionally qualified individuals,

the governor may need to more effectively recruit, perhaps requesting aid from various organizations. Far from there being a shortage of qualified women and minorities, women and minorities represent a virtually untapped resource.

Although HJR 28 urged gender-balancing to address the foresaid concerns, mandating is warranted because, simply put, the resolution is not working. 50% is about as objective as a goal can be. Yet, when it comes to gender equity, our conditioning can interfere with the most basic of computations. Writer-researcher Dale Spender did a study wherein she taped conversations between women and men, and then asked them afterward what percent of the conversation they believed they had. In every case, both men and women believed the woman to hold "her share" of the air time whenever she held 8% - 38% of it. The statistics were even worse for other forms of air time, such as book reviews and classroom reading material. This reveals that as a result of our conditioning, our logic is able to defy mathematics when it comes to equal representation of women. Left to our instinctive sense of "fairness", we will be unfair. Our traditional sense of what is women's fair share is less than what her numbers indicate. We must mandate equity if we are ever to witness equity. Dale Spender said that it is difficult for a woman to get 50% of air time because in order to get it she must break every rule in the book. It feels unfair, rude, and objectionably overbearing.

We're going to have to get over that. And I believe we can. We have faith that our elected governors want the best for all Montanans. This mandate will help our governors produce equitable public policies. Yes, our governor is doing a better job than his predecessors, but HB 424 calls for more than improvement. It calls for equality. HB 424 is not directed at our present governor, but serves as a guideline for all our governors, present and future.



SENATE STATE ADMIN.
EXHIBIT NO. 3
DATE 3-6-91
BILL NO. HB 424

OFFICE OF PUBLIC INSTRUCTION

STATE CAPITOL
HELENA, MONTANA 59620
(406) 444-3095

Nancy Keenan
Superintendent

Members of the Committee, thank you for the opportunity to present testimony today. I am Ken Toole. I am the personnel officer for the Office of Public Instruction. I am here to present testimony in support of House Bill 424.

Even a cursory examination of the membership of appointed Boards in the state of Montana reveals a clear gender bias. 71% of the available positions on appointed boards are filled by men, 29% by women.

When I first saw the list I thought that it might be related to the occupations of the regulatory boards. After all, how many women electricians are there who could serve on the board of electricians (there are currently 7 women apprentices in Montana, I assume that there are at least that many licensed). This may indeed be a reason for the lack of women on some of the boards, but it does not explain away the problem.

What possible reason is there that the Board of Health and Environmental Sciences is comprised of seven men and no women? The statute requires a doctor, a veterinarian, a health care professional, and four others. It is beyond the realm of random chance that the make up of the board is so dominated by men.

TESTIMONY PRESENTED TO THE
SENATE STATE ADMINISTRATION COMMITTEE

March 6, 1991

Chairwoman Vaughn, Members of the Committee:

My name is Lynda Saul. I represent the Interdepartmental Coordinating Committee for Women, known as ICCW. ICCW was established in 1977. Our main purpose is to promote the full participation of women at all levels of state government.

House Bill 424 will allow women to more fully participate at all levels of state government by providing equal representation on each appointive Board, Commission, Committee and Council of the state.

Examples of current imbalances on these Boards as of December 31, 1990 are:

	Men	Women
Board of Housing	7	0
Board of Investments	8	0
Judicial Nomination Commission	6	0
Prison Branch Advisory Council	6	0
Reserved Water Rights		
Compact Commission	9	0
Data Processing Advisory Council	20	2

However, the percent of women in proportion to men has increased by nearly 7 percent under the current administration. Governor Stephens has appointed women to some key positions, such as: the first woman ever on the Fish and Game Commission; the first woman chair of the Board of Natural Resources and Conservation; a woman as Coordinator of Indian Affairs and a member of the Board of Pardons; three women as judges at the district court and Supreme Court level; and two women in Cabinet level positions.

House Bill 424 would ensure a commitment to gender balance from one administration to the next. This bill is vital to assuring full participation of all Montana citizens in state affairs.

ICCW supports House Bill 424 and urges you to vote in favor of this Bill.

SENATE STANDING COMMITTEE REPORT

Page 1 of 1
March 6, 1921

MR. PRESIDENT:

We, your committee on State Administration having had under consideration House Bill No. 424 (third reading copy -- blue), respectfully report that House Bill No. 424 be concurred in.

Signed: Eleanor Vaughn
Eleanor Vaughn, Chairman

171 3-6-21
And. Coord.

21 3-6-21
Sec. of Senate